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7 March 1984

MEMORANDUM FOR: The Record

FROM:

[Redacted Box]

/HRPS

SUBJECT: DDA Age Distribution GS-12 to SIS Employees

1. This study examines the age distribution of GS-12 to SIS employees of the DDA to determine whether a significant base of employees is available for future succession plans. The report may be viewed for the DDA as a whole or by individual Career Service and looks at the related issue of retirement eligibility.

2. Examining the number of employees occupying each grade (attachment 1), we find GS-13 to be by far the predominant level, followed by a smooth decrease in numbers as the grade increases. As might be expected, the average age for [Redacted Box] DDA employees increases as grade increases. The average age ranges from 41 years for GS-12 up to 50.8 years for SIS employees in a very smooth increase that is graphically depicted in attachment 2. These graphs indicate there are sufficient numbers of mid-level employees to fill the higher slots as they become vacant.

3. Retirement eligibility is closely related to age distribution for the directorate. Currently 15.5 percent of the total DDA GS-12 and above population are now eligible for retirement. Specifically, 48 percent of SIS employees are eligible, 30 percent of GS-15, 19 percent of GS-14, 10 percent of GS-13, and 8 percent of GS-12 employees. The graph in attachment 3 shows this smooth rise in retirement eligibility as grade increases (in the same manner as that for age). It may be noted that half of the SIS employees and nearly one of every four GS-14 to GS-15 employees could retire at any given moment.

4. Any individual Career Service may also be examined in detail. For example, looking at the MS Career Service, we find 19 percent at the GS-12 level, 51 percent at GS-13, 20 percent at GS-14, and 11 percent at the GS-15 level. The GS-14 and GS-15 percentages are nearly identical to the average for the entire directorate. The percentage of GS-13s, however, is much higher than the directorate average, while the percentage of GS-12s is much lower.

5. It is also interesting to compare the grade distribution of GS-12 to GS-15 employees of one Career Service against another. For example, the Career Services MI and MM have about the same number of employees in the grade range considered. MI, however, has 53 percent at the GS-13 level while MM has 21 percent at this level (but more at the GS-14 and GS-15 level). Thus a quick comparison of an individual Career Service's GS-13s against the 37

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percent DDA average reveals whether that Career Service is above or below the average. This type of review does not attempt to examine the relative merits of any Career Services' grade structure but does allow for comparison across the entire directorate.

6. In summary, this study reveals no particular imbalance either in age distribution nor retirement eligibility. There appears to be a sufficient population available for future succession to the higher grades assuming the age distribution remains fairly constant. Attachments are included to provide further detail by individual Career Service, retirement system, and so on.



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